

Selected Slides from Planning Successful ID Projects

Part 1: Introduction

- The Project Management Model
- The job of project manager
- Objectives:
 - Describe Project Management Model, state importance.
 - Describe job of project manager.

Projects versus Programs

- | | |
|---|---|
| <ul style="list-style-type: none"> ■ Linear series of events ■ Limited in scope ■ Funding by project ■ Culminate in specific finished outputs | <ul style="list-style-type: none"> ■ Non-linear, iterative ■ Broad in scope ■ Funding by time ■ Result in ongoing activities and products |
|---|---|



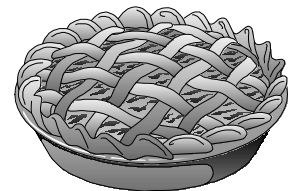
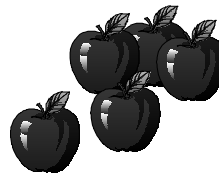
Education versus Training

- | | |
|---|--|
| <p><i>Education</i></p> <ul style="list-style-type: none"> ■ Content based ■ Primarily exposure to new information ■ An expert “tells” | <p><i>Training</i></p> <ul style="list-style-type: none"> ■ Skill based ■ Provides info., practice, and more ■ An instructional system “operates” |
|---|--|



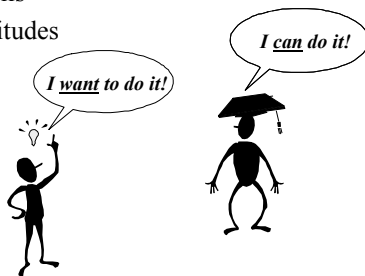
Message Design versus Instructional Design

- Comparing apples to apple pie...



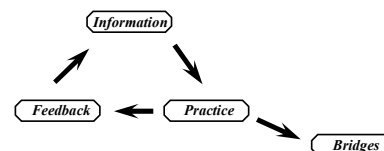
Training results in...

- New skills
- New attitudes



Training must provide...

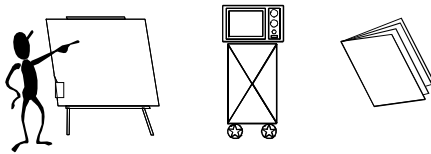
- Information about the skill/attitude
- Practice using the skill/attitude
- Feedback on performance
- Bridges to the “real world”



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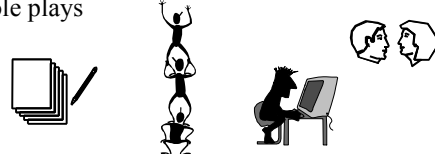
New Information

- Instructor
- Video or other media
- Print



Practice

- Paper & pencil quizzes
- Group exercises
- Hands-on problem-solving
- Role plays



Feedback

- Instructor
- Peer observers
- Media (stop & go)
- Computer



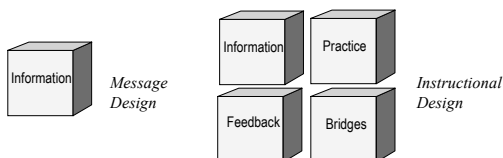
Bridges to World

- Job aids
- Follow-up exercises
- Manager training

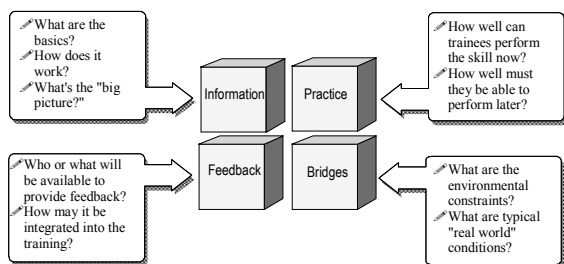


Message Designers versus Instructional Designers

- Message designers focus on delivery of information
- Instructional designers (IDs) create complete training systems



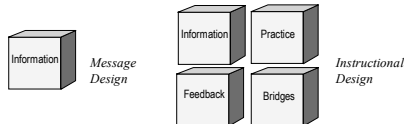
So IDs ask...



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Assumptions

- Instructional design (design of a performance system) is not the same as message design.
 - Message design is generally much quicker and easier.
 - Design of an instructional system requires different skills and processes than message design.



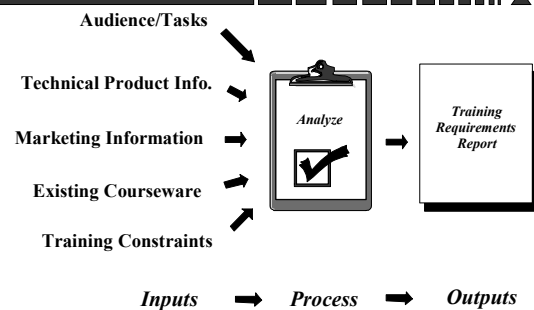
Assumptions

- Some sort of "front end" analysis has been completed to determine that training (a performance-based instructional system) is needed.
 - Analysis may examine broad business needs, performance requirements, job tasks, workers' job capabilities, training needs, and/or many other issues.
 - Analysis has ruled out simpler, less-costly solutions and determined that training is the only alternative.

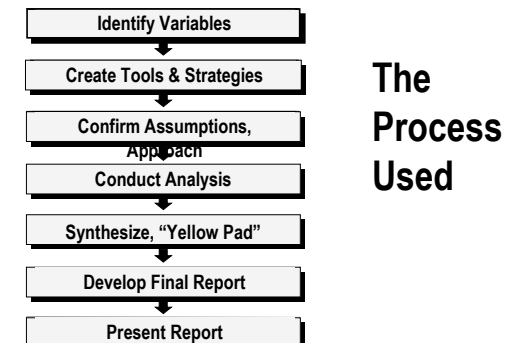
Front End Analysis...A Closer Look

- Example --Training requirements definition for new computer product, to include these audiences:
 - Customers
 - Systems Analysts
 - Sales People

What Was Analyzed



The Resulting Report



The Process Used

Research Report

Critical Attributes of ID Project Management Success

